

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

May 9, 2006

MEETING CALLED TO ORDER by Chairman John Young at 9:00 a.m. at the Oneida County Courthouse, Conference Room #1.

COMMITTEE MEMBERS PRESENT: John Young, John Potters, Paul Dean, Scott Holewinski and Charles Wickman.

COMMITTEE MEMBERS ABSENT: None.

ALSO PRESENT: Carey Jackson, Lisa Charbarneau (Labor Relations/Employee Services); Margie Sorenson (Finance); Paul Spencer, Mary Gadzalinski (Social Services); Kim Hurtz (AEGIS); Peter Wolk (Supervisor).

The Chairman noted that this meeting of the Labor Relations/Employee Services Committee had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans With Disabilities Act.

Motion by Potters, second by Wickman to approve the agenda for the present meeting, with the order of agenda items at the chair's discretion. Motion carried; all ayes.

Motion by Dean, second by Holewinski to approve the minutes of April 26, 2006 as amended. Motion carried; all ayes.

Paul Spencer came before the committee with a request to fill a vacant Social Worker position. The committee reviewed information provided.

Motion by Dean, second by Potters to approve filling the Social Worker vacancy. Motion carried; all ayes.

The committee reviewed the County's FMLA Policy. Carey told the committee that any time an employee substitutes comp time for the unpaid Family Medical Leave, it is not counted against the total amount of time an employee can be off under Family Medical Leave. This extends the total amount of time an employee could be off of work. Margie Sorenson concurred with the matter. Margie indicated that her office currently monitors each Family Medical Leave for the substitution of comp time. Carey told the committee he would be sending a letter to all department heads notifying them and their employees that the County would not allow employees to substitute comp time for unpaid Family Medical Leave.

Kim Hurtz was present from AEGIS Corp to give an overview of the Group Health Trust Wellness Program. Kim explained that the Group Health Trust put aside money to educate employees on wellness through a DVD, which is being sent to all covered employees at home as well as money to reimburse County's for their efforts in Wellness

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Programs. Linda Herrmann explained to the committee that the County had received over \$6,000 from Group Health Trust for the County's efforts for the In-service Day, YMCA membership reimbursements, and flu shots.

Kim Hurtz was also present to give the committee an overview on HRA accounts to coincide with the County's group health plan. There was further discussion between the committee members and Kim.

The committee briefly discussed the health insurance trust fund. Carey explained to the committee that the trust fund was developed when the county was self-funded for health insurance. As the County is now fully funded, the dollars remaining in the trust fund can be used for health insurance related issues for the employees.

Carey informed the committee that the annual adjustment for drug co-pays and out of pocket maximums would be adjusted by 4.4%. Kim Hurtz indicated that Group Health Trust could implement those increases at any time.

The committee reviewed the line item in the LRES Budget for Legal Services. Carey told the committee that after payment of Mr. Prentice's bill the line item will be \$250 in the red. Chairman Young indicated that there was \$3,500 available in the line item Other Professional Services that could be transferred and if necessary a request could be made to the Finance Committee for money from the Contingency Fund.

Motion by Holewinski, second by Potters to direct the LRES Director to hire outside legal counsel, John Prentice to negotiate the two outstanding Deputy Association contracts. Motion carried: Young, Holewinski, Potters, Wickman voting aye: Dean abstaining.

For information only: Carey Jackson and Margie Sorenson informed the committee that the current Sheriff did not have a PTO Bank. All banked time was paid out to the employee at their current rate of pay, before the employee was sworn in as Sheriff.

The committee reviewed the County's policy regarding Exempt Employee Comp Time. The committee asked Carey to request all Exempt Employee Comp Time reports for 2005 for the committee's review.

Carey and Margie gave an overview of the PTO Plan.

Chairman Young explained to the committee that Carey had been working on Quick Reference Guides to compare and contrast union groups in comparable counties. These guides were being developed to aid the committee during contract negotiations.

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Carey gave the committee an overview of the NPELRA Conference that he attended in March 2006.

Motion by Dean, second by Holewinski to adjourn into closed session pursuant to section 19.85 (1)(f) for purposes of considering financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public would likely have an adverse effect on the reputation of the person referred to in such data. Roll call vote taken with all voting in the affirmative. Motion carried.

Discussion held in closed session.

Motion by Holewinski, second by Wickman to return to open session. Roll call vote taken with all voting in the affirmative. Motion carried.

The following motion was made during the above closed session and announced in open session:

Motion by Young, second by Wickman to have Carey Jackson contact Law Enforcement Committee Chair to be placed on the next committee agenda to advise the committee of current situation for their review and further action. Roll call vote taken with all voting in the affirmative. Motion carried.

Motion by Holewinski, second by Wickman to adjourn to closed session pursuant to section 19.85 (1)(e) for purposes of deliberating the County's position in a matter relating to collective bargaining under subch. I, IV, or V of ch 111, stats. when bargaining reasons require a closed session. Pursuant to section 19.82(1) stats., the Committee is not considered a governmental body whenever it is meeting for the purpose of collective bargaining under subch. I, IV, or V of ch 111, stats. Upon completion of this portion of the meeting, it is anticipated the Committee will return to open session to consider the remainder of the meeting agenda. Roll call vote taken with all voting in the affirmative. Motion carried.

Discussion held in closed session.

Motion by Young, second by Holewinski to return to open session. Roll call vote taken with all voting in the affirmative. Motion carried.

The following motion was made during the above closed session and announced in open session:

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Motion by Wickman, second by Holewinski to reject the Highway Association offer to settle pending arbitration. Roll call vote taken all voting aye. Motion carried.

Motion by Dean, second by Holewinski to approve the bills and vouchers as presented. Motion carried; all ayes.

Motion by Holewinski, second by Dean to adjourn. Motion carried; all ayes.

Meeting adjourned at 12:27 p.m.

John R. Young, Chairman

Lisa Charbarneau, Comm. Secretary